

Northwest Counties (Mohave, La Paz) TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
1	29-1111	Registered Nurses	70	\$27.48	645	5.2	2.8	Associate degree
2	11-1021	General and Operations Managers	42	\$36.25	659	2.8	1.6	Bachelor's or higher deg. + work exp.
3	33-2011	Fire Fighters	20	\$19.20	753	5.5	2.0	Long-term on-the-job training
4	11-2022	Sales Managers	11	\$40.96	577	4.2	2.5	Bachelor's or higher deg. + work exp.
5	11-9111	Medical and Health Services Managers	10	\$27.07	707	4.2	2.2	Bachelor's or higher deg. + work exp.
6	29-1021	Dentists, General	7	\$74.07	777	3.6	2.3	First professional degree
7	33-3051	Police and Sheriff's Patrol Officers	19	\$22.40	730	3.9	1.4	Long-term on-the-job training
8	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	15	\$26.66	736	3.3	1.4	Work experience in a related occupation
9	11-9032	Education Administrators, Elementary and Secondary School	8	\$30.00	675	4.0	1.7	Bachelor's or higher deg. + work exp.
10	49-3023	Automotive Service Technicians and Mechanics	42	\$17.67	686	3.4	1.3	Postsecondary vocational training
11	25-2021	Elementary School Teachers, Except Special Education	76	\$16.01	611	4.0	2.1	Bachelor's degree
12	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	59	\$17.15	571	3.6	2.2	Work experience in a related occupation
13	13-2011	Accountants and Auditors	26	\$23.35	582	2.8	1.6	Bachelor's degree
14	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Pro	10	\$23.56	593	5.5	1.9	Moderate-term on-the-job training
15	29-2011	Medical and Clinical Laboratory Technologists	7	\$23.69	685	4.8	1.8	Bachelor's degree
16	29-2061	Licensed Practical and Licensed Vocational Nurses	15	\$18.02	734	3.5	1.6	Postsecondary vocational training
17	33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	7	\$30.37	761	4.2	1.0	Work experience in a related occupation
18	29-2021	Dental Hygienists	5	\$35.48	585	5.7	8.0	Associate degree
19	25-2031	Secondary School Teachers, Except Special and Vocational Education	13	\$17.97	647	4.2	1.6	Bachelor's degree
20	15-1071	Network and Computer Systems Administrators	5	\$22.30	697	6.3	9.0	Bachelor's degree
21	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	32	\$18.33	641	2.3	1.2	Work experience in a related occupation
22	29-1051	Pharmacists	5	\$49.28	554	6.5	3.5	First professional degree
23	11-3031	Financial Managers	6	\$36.16	587	3.2	3.0	Bachelor's or higher deg. + work exp.
23	29-2034	Radiologic Technologists and Technicians	5	\$27.55	624	4.9	3.5	Associate degree
25	23-1011	Lawyers	6	\$37.38	568	3.4	2.7	First professional degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
26	15-1051	Computer Systems Analysts	4	\$33.05	619	5.0	6.0	Bachelor's degree
27	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine an	7	\$20.56	650	3.9	1.8	Work experience in a related occupation
28	13-1111	Management Analysts	7	\$28.25	657	2.1	1.6	Bachelor's or higher deg. + work exp.
29	25-2022	Middle School Teachers, Except Special and Vocational Education	12	\$16.93	633	3.4	1.9	Bachelor's degree
30	49-9042	Maintenance and Repair Workers, General	34	\$14.57	627	2.9	1.5	Moderate-term on-the-job training
31	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scienti	17	\$21.50	574	1.8	0.8	Moderate-term on-the-job training
32	15-1031	Computer Software Engineers, Applications	3	\$38.19	607	4.6	5.0	Bachelor's degree
33	29-2031	Cardiovascular Technologists and Technicians	6	\$16.36	657	5.1	2.7	Associate degree
34	43-4051	Customer Service Representatives	50	\$12.26	531	4.2	2.8	Moderate-term on-the-job training
35	29-2012	Medical and Clinical Laboratory Technicians	5	\$19.15	627	5.0	2.0	Associate degree
36	31-9092	Medical Assistants	29	\$12.04	557	5.2	3.1	Moderate-term on-the-job training
36	41-3031	Securities, Commodities, and Financial Services Sales Agents	5	\$21.97	544	4.4	3.5	Bachelor's degree
38	47-4011	Construction and Building Inspectors	5	\$19.02	654	4.1	2.0	Work experience in a related occupation
39	31-1012	Nursing Aides, Orderlies, and Attendants	37	\$9.80	615	4.5	3.6	Postsecondary vocational training
39	31-9091	Dental Assistants	13	\$13.42	598	6.0	1.9	Moderate-term on-the-job training
41	11-1011	Chief Executives	5	\$53.15	708	1.2	1.0	Bachelor's or higher deg. + work exp.
41	27-3031	Public Relations Specialists	7	\$19.26	539	3.0	2.5	Bachelor's degree
43	11-9141	Property, Real Estate, and Community Association Managers	10	\$24.73	550	1.7	1.0	Bachelor's degree
44	41-2031	Retail Salespersons	179	\$12.38	477	5.0	1.2	Short-term on-the-job training
45	13-2021	Appraisers and Assessors of Real Estate	6	\$22.17	580	2.7	1.4	Postsecondary vocational training
46	53-3033	Truck Drivers, Light or Delivery Services	26	\$12.32	538	3.9	4.8	Short-term on-the-job training
47	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	9	\$20.85	651	1.0	0.5	Work experience in a related occupation
48	53-3032	Truck Drivers, Heavy and Tractor-Trailer	28	\$14.75	614	1.6	1.0	Moderate-term on-the-job training
49	29-2041	Emergency Medical Technicians and Paramedics	7	\$12.40	736	4.7	6.0	Postsecondary vocational training
50	47-2031	Carpenters	37	\$16.25	662	-2.6	0.0	Long-term on-the-job training
51	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping	5	\$16.05	687	3.9	4.0	Work experience in a related occupation

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
52	13-1022	Wholesale and Retail Buyers, Except Farm Products	5	\$21.06	571	4.1	1.5	Work experience in a related occupation
53	33-1012	First-Line Supervisors/Managers of Police and Detectives	4	\$33.68	763	2.1	1.0	Work experience in a related occupation
54	25-9031	Instructional Coordinators	3	\$21.00	647	4.0	4.0	Master's degree
55	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	9	\$21.76	658	-1.5	0.0	Work experience in a related occupation
56	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	4	\$17.28	635	4.6	3.0	Postsecondary vocational training
57	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	12	\$12.78	549	4.4	2.0	Work experience in a related occupation
58	17-2051	Civil Engineers	2	\$26.52	709	3.0	3.0	Bachelor's degree
59	11-9051	Food Service Managers	6	\$18.95	664	1.5	1.0	Work experience in a related
60	13-2072	Loan Officers	4	\$30.91	471	3.1	2.5	Bachelor's degree
61	25-2012	Kindergarten Teachers, Except Special Education	4	\$16.17	596	5.4	6.0	Bachelor's degree
62	13-1051	Cost Estimators	6	\$23.11	607	1.2	0.6	Work experience in a related occupation
63	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	5	\$18.79	610	2.8	1.3	Work experience in a related occupation
64	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81	\$8.89	471	4.2	2.2	Short-term on-the-job training
65	39-9032	Recreation Workers	11	\$11.88	633	3.8	1.8	Short-term on-the-job training
66	11-3021	Computer and Information Systems Managers	3	\$26.44	638	2.7	1.5	Bachelor's or higher deg. + work exp.
67	15-1021	Computer Programmers	5	\$27.03	571	1.7	0.8	Bachelor's degree
68	11-9021	Construction Managers	5	\$49.87	616	-2.2	0.0	Bachelor's degree
69	47-2111	Electricians	6	\$21.16	695	-1.7	0.0	Long-term on-the-job training
70	29-2052	Pharmacy Technicians	8	\$12.24	492	6.6	7.0	Moderate-term on-the-job training
70	43-6011	Executive Secretaries and Administrative Assistants	28	\$14.25	475	2.0	1.1	Moderate-term on-the-job training
72	41-3021	Insurance Sales Agents	6	\$18.84	577	1.9	0.8	Bachelor's degree
73	35-2021	Food Preparation Workers	39	\$10.16	517	4.3	1.0	Short-term on-the-job training
74	47-2073	Operating Engineers and Other Construction Equipment Operators	10	\$17.90	558	0.3	0.1	Moderate-term on-the-job training
75	43-4171	Receptionists and Information Clerks	41	\$11.63	476	2.9	1.1	Short-term on-the-job training
76	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	8	\$14.15	592	2.6	1.1	Postsecondary vocational training
77	31-9094	Medical Transcriptionists	6	\$15.32	433	4.2	2.7	Postsecondary vocational training
78	13-1073	Training and Development Specialists	3	\$18.97	606	3.2	2.0	Bachelor's degree

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79	37-3011	Landscaping and Groundskeeping Workers	38	\$10.00	516	3.1	1.3	Short-term on-the-job training
80	47-2152	Plumbers, Pipefitters, and Steamfitters	7	\$16.89	718	-1.3	0.0	Long-term on-the-job training
81	43-5071	Shipping, Receiving, and Traffic Clerks	11	\$13.50	551	2.3	1.2	Short-term on-the-job training
82	41-2011	Cashiers	293	\$8.68	514	3.8	0.6	Short-term on-the-job training
83	43-3011	Bill and Account Collectors	8	\$12.00	512	4.5	2.2	Short-term on-the-job training
84	25-9041	Teacher Assistants	28	\$8.56	494	3.6	2.1	Short-term on-the-job training
85	21-1012	Educational, Vocational, and School Counselors	3	\$18.01	560	3.9	2.0	Master's degree
86	15-1041	Computer Support Specialists	4	\$16.94	575	2.3	2.5	Associate degree
87	49-3052	Motorcycle Mechanics	4	\$14.81	603	4.7	1.7	Long-term on-the-job training
88	43-3031	Bookkeeping, Accounting, and Auditing Clerks	31	\$13.21	468	1.3	0.8	Moderate-term on-the-job training
89	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	7	\$16.34	522	1.9	0.9	Moderate-term on-the-job training
90	43-6012	Legal Secretaries	5	\$15.57	484	3.9	2.0	Postsecondary vocational training
91	43-3061	Procurement Clerks	6	\$15.69	506	3.2	1.2	Short-term on-the-job training
92	47-2151	Pipelayers	11	\$14.79	557	1.2	0.5	Moderate-term on-the-job training
93	49-9052	Telecommunications Line Installers and Repairers	4	\$15.13	640	3.8	1.3	Long-term on-the-job training
94	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	24	\$11.35	538	2.5	1.0	Work experience in a related occupation
94	43-6013	Medical Secretaries	14	\$11.75	499	2.8	1.7	Postsecondary vocational training
96	39-9021	Personal and Home Care Aides	11	\$8.95	502	4.6	3.2	Short-term on-the-job training
97	11-9151	Social and Community Service Managers	3	\$20.51	616	1.8	1.5	Bachelor's degree
98	53-3021	Bus Drivers, Transit and Intercity	4	\$14.25	596	4.2	2.5	Moderate-term on-the-job training
99	39-9011	Child Care Workers	28	\$6.89	555	3.4	1.1	Short-term on-the-job training
100	53-3022	Bus Drivers, School	12	\$9.54	550	3.3	1.7	Short-term on-the-job training
101	29-2071	Medical Records and Health Information Technicians	5	\$13.01	516	4.3	3.5	Associate degree
102	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	60	\$10.01	468	2.3	0.6	Short-term on-the-job training
103	41-3011	Advertising Sales Agents	3	\$20.21	540	2.7	1.5	Moderate-term on-the-job training
104	41-9022	Real Estate Sales Agents	3	\$22.64	575	1.8	1.0	Postsecondary vocational training
104	43-3071	Tellers	25	\$10.83	471	3.6	0.6	Short-term on-the-job training
106	31-1011	Home Health Aides	8	\$8.27	521	5.1	4.0	Short-term on-the-job training
107	21-1021	Child, Family, and School Social Workers	5	\$14.75	517	3.3	2.0	Bachelor's degree
108	33-9032	Security Guards	23	\$9.72	592	2.2	0.8	Short-term on-the-job training
109	11-3011	Administrative Services Managers	2	\$29.40	577	1.5	1.0	Bachelor's or higher deg. + work exp.
110	35-2014	Cooks, Restaurant	31	\$9.79	530	2.4	0.6	Long-term on-the-job training
111	43-9061	Office Clerks, General	48	\$10.69	456	1.6	0.7	Short-term on-the-job training

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112	49-2097	Electronic Home Entertainment Equipment Installers and Repairers	3	\$16.89	562	2.9	2.0	Postsecondary vocational training
113	41-1012	First-Line Supervisors/Managers of Non-Retail Sales	3	\$24.32	577	1.2	0.7	Work experience in a related
114	43-5081	Stock Clerks and Order Fillers	64	\$10.11	441	2.0	0.4	Short-term on-the-job training
115	41-2022	Parts Salespersons	8	\$12.78	575	1.9	0.7	Moderate-term on-the-job training
116	43-4031	Court, Municipal, and License Clerks	6	\$13.87	457	3.4	1.4	Short-term on-the-job training
117	21-1093	Social and Human Service Assistants	4	\$13.07	581	3.3	3.0	Moderate-term on-the-job training
118	37-2012	Maids and Housekeeping Cleaners	47	\$6.76	420	2.7	1.4	Short-term on-the-job training
119	43-3051	Payroll and Timekeeping Clerks	7	\$14.30	463	2.4	1.0	Moderate-term on-the-job training
120	25-4021	Librarians	3	\$15.24	647	2.9	1.5	Master's degree
120	53-3031	Driver/Sales Workers	12	\$7.42	539	3.2	1.9	Short-term on-the-job training
122	43-4111	Interviewers, Except Eligibility and Loan	8	\$12.18	481	3.2	1.1	Short-term on-the-job training
123	53-7081	Refuse and Recyclable Material Collectors	5	\$13.94	519	3.5	1.5	Short-term on-the-job training
124	51-2092	Team Assemblers	14	\$12.91	531	0.2	0.0	Moderate-term on-the-job training
125	43-5031	Police, Fire, and Ambulance Dispatchers	3	\$14.27	608	3.8	2.0	Moderate-term on-the-job training
126	11-3051	Industrial Production Managers	1	\$31.29	670	-0.9	0.0	Work experience in a related occupation
126	49-3093	Tire Repairers and Changers	11	\$9.15	564	3.4	0.7	Short-term on-the-job training
128	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	124	\$6.81	458	2.6	0.5	Short-term on-the-job training
129	35-2011	Cooks, Fast Food	41	\$8.01	515	2.2	0.6	Short-term on-the-job training
130	49-3021	Automotive Body and Related Repairers	6	\$12.48	620	1.5	1.0	Long-term on-the-job training
131	35-3031	Waiters and Waitresses	93	\$6.67	474	2.5	0.4	Short-term on-the-job training
131	51-9122	Painters, Transportation Equipment	3	\$22.08	535	1.5	0.7	Long-term on-the-job training
133	43-4131	Loan Interviewers and Clerks	6	\$10.99	506	3.4	2.7	Short-term on-the-job training
134	35-2012	Cooks, Institution and Cafeteria	11	\$9.77	522	3.1	0.8	Moderate-term on-the-job training
135	41-2021	Counter and Rental Clerks	18	\$9.01	420	3.8	0.8	Short-term on-the-job training
136	35-3011	Bartenders	37	\$6.70	507	2.5	0.6	Short-term on-the-job training
137	39-9031	Fitness Trainers and Aerobics Instructors	4	\$10.23	570	5.9	3.0	Postsecondary vocational training
138	53-7061	Cleaners of Vehicles and Equipment	25	\$9.00	505	2.2	0.6	Short-term on-the-job training
139	47-2061	Construction Laborers	22	\$11.34	566	-3.8	0.0	Moderate-term on-the-job training
140	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	4	\$16.04	533	2.2	1.0	Work experience in a related occupation
141	21-1022	Medical and Public Health Social Workers	2	\$17.64	570	2.9	1.0	Bachelor's degree
142	43-6014	Secretaries, Except Legal, Medical, and Executive	20	\$11.13	483	0.7	0.4	Moderate-term on-the-job training

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143	49-9031	Home Appliance Repairers	4	\$15.93	412	2.6	1.3	Long-term on-the-job training
144	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	53	\$6.60	436	2.2	0.2	Short-term on-the-job training
144	51-4121	Welders, Cutters, Solderers, and Brazers	7	\$14.47	521	-1.2	0.0	Long-term on-the-job training
146	49-3051	Motorboat Mechanics	5	\$14.52	405	2.6	1.0	Long-term on-the-job training
146	53-7051	Industrial Truck and Tractor Operators	5	\$11.94	638	1.9	1.0	Short-term on-the-job training
148	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	19	\$6.45	460	2.7	1.1	Short-term on-the-job training
149	49-9041	Industrial Machinery Mechanics	2	\$17.80	692	0.6	0.3	Long-term on-the-job training
150	47-2141	Painters, Construction and Maintenance	4	\$17.99	555	-2.4	0.0	Moderate-term on-the-job training
151	19-3021	Market Research Analysts	6	\$12.34	517	2.2	0.8	Bachelor's degree
152	53-7064	Packers and Packagers, Hand	15	\$8.05	439	2.2	1.1	Short-term on-the-job training
153	43-4081	Hotel, Motel, and Resort Desk Clerks	19	\$8.26	520	1.8	0.4	Short-term on-the-job training
154	35-9021	Dishwashers	19	\$7.58	464	2.6	0.5	Short-term on-the-job training
155	43-5032	Dispatchers, Except Police, Fire, and Ambulance	5	\$12.12	522	2.5	1.3	Moderate-term on-the-job training
156	43-5052	Postal Service Mail Carriers	4	\$21.15	454	-4.8	0.0	Short-term on-the-job training
157	47-3012	Helpers--Carpenters	7	\$12.61	569	-3.0	0.0	Short-term on-the-job training
158	49-9098	Helpers--Installation, Maintenance, and Repair Workers	6	\$9.14	659	2.2	0.4	Short-term on-the-job training
159	25-2011	Preschool Teachers, Except Special Education	4	\$8.52	530	4.2	6.0	Postsecondary vocational training
159	47-2051	Cement Masons and Concrete Finishers	4	\$16.58	560	-3.6	0.0	Moderate-term on-the-job training
161	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	24	\$6.17	435	2.3	0.5	Short-term on-the-job training
162	39-3091	Amusement and Recreation Attendants	9	\$8.05	457	3.4	0.6	Short-term on-the-job training
163	11-9081	Lodging Managers	3	\$14.35	585	1.8	1.0	Work experience in a related occupation
164	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2	\$16.39	721	-0.7	0.0	Long-term on-the-job training
165	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3	\$16.13	585	0.0	0.2	Moderate-term on-the-job training
166	53-7032	Excavating and Loading Machine and Dragline Operators	3	\$16.29	625	-3.0	0.0	Moderate-term on-the-job training
167	51-4041	Machinists	2	\$16.86	606	1.6	0.0	Long-term on-the-job training
168	51-9198	Helpers--Production Workers	6	\$12.97	495	-0.5	0.0	Short-term on-the-job training
169	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	10	\$7.40	416	2.6	0.7	Short-term on-the-job training
170	47-2211	Sheet Metal Workers	3	\$15.80	578	-2.3	0.0	Long-term on-the-job training

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171	51-9111	Packaging and Filling Machine Operators and Tenders	4	\$11.23	644	0.0	0.8	Short-term on-the-job training
172	27-1024	Graphic Designers	2	\$15.13	550	1.1	1.0	Bachelor's degree
173	43-4071	File Clerks	9	\$9.76	475	-1.4	0.0	Short-term on-the-job training
174	43-5061	Production, Planning, and Expediting Clerks	2	\$16.76	537	0.0	0.0	Short-term on-the-job training
175	47-2181	Roofers	3	\$17.81	351	-3.5	0.0	Moderate-term on-the-job training
176	43-3021	Billing and Posting Clerks and Machine Operators	5	\$12.60	443	0.5	0.3	Moderate-term on-the-job training
177	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	3	\$13.54	533	1.4	0.7	Short-term on-the-job training
178	47-2081	Drywall and Ceiling Tile Installers	4	\$15.35	347	-3.2	0.0	Moderate-term on-the-job training
179	47-2041	Carpet Installers	2	\$10.30	585	1.9	2.0	Moderate-term on-the-job training
180	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	2	\$18.47	427	-3.8	0.0	Short-term on-the-job training
181	47-2161	Plasterers and Stucco Masons	2	\$14.13	627	-3.0	0.0	Long-term on-the-job training
182	47-2044	Tile and Marble Setters	1	\$14.48	604	0.0	0.0	Long-term on-the-job training
183	51-2041	Structural Metal Fabricators and Fitters	3	\$14.10	538	0.0	0.0	Moderate-term on-the-job training
184	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2	\$12.79	633	0.6	0.0	Moderate-term on-the-job training
185	47-2021	Brickmasons and Blockmasons	2	\$15.18	550	-3.5	0.0	Long-term on-the-job training
186	47-2082	Tapers	3	\$15.86	311	-3.5	0.0	Moderate-term on-the-job training
187	43-4151	Order Clerks	4	\$11.94	516	0.0	0.0	Short-term on-the-job training
188	47-4031	Fence Erectors	5	\$11.92	356	-3.7	0.0	Moderate-term on-the-job training
189	43-2011	Switchboard Operators, Including Answering Service	4	\$9.19	421	1.9	0.8	Short-term on-the-job training
190	35-2015	Cooks, Short Order	4	\$7.49	518	2.2	0.6	Short-term on-the-job training
191	51-5023	Printing Machine Operators	2	\$13.32	492	0.0	0.0	Moderate-term on-the-job training
192	51-6031	Sewing Machine Operators	1	\$11.06	440	-1.0	0.0	Moderate-term on-the-job training

TERM (Training & Education Resource Model) Occupations Report

Column		Explanation
A	Rank	This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks.
B	SOC Code	Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: http://www.bls.gov/soc/socguide.htm
C	SOC Title	The title of the occupation, as assigned by the Standard Occupational Classification system (SOC).
D	Openings	Average number of projected openings (from growth + turnover) expected per year for the occupation. Projected openings based on revised 2006-2008 occupation projections.
E	Hourly Wage	Based on the average of the wage of the occupation. Wages based on 2006 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
F	O*NET Score	O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile.
G	Growth Rate	The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from the 2006-2008 Occupational Projections produced by the AzDES Research Administration.
H	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the revised 2006-2008 occupational projections data.
I	Education / Training Requirements	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS).

Calculation method		
1	Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).	
2	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).	
3	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all SOC's involved in the tie.	
4	The following formula determined the score for each SOC: (3 x openings percentile + 3 x wage percentile + O*NET percentile + growth percentile + turnover percentile) / 9	
Sources		
1	Openings and wage data are produced by the Arizona Department of Commerce, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2006 Occupational Employment Statistics (OES) survey, and openings are from the 2006-2008 occupational employment projections.	
2	For the O*Net score, the O*Net database version 11.0 was used. (www.onetcenter.org/database.html)	
3	The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt	
Questions and Comments		
	Direct questions or comments to Rick Van Sickle, 602-542-6481, RickV@AZcommerce.com , or John Graeflin, 602-542-6492, JohnG@AZcommerce.com , at Research Administration, Az Dept of Commerce.	
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